

MEMORANDUM

HPSC
Agenda Item No. 2 (C)

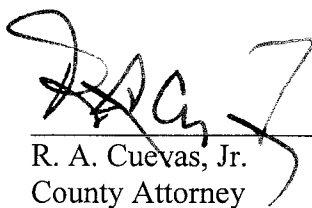
TO: Honorable Chairman Bruno A. Barreiro
and Members, Board of County Commissioners

DATE: November 28, 2007

FROM: R. A. Cuevas, Jr.
County Attorney

SUBJECT: Resolution authorizing
incentive package designed
to attract qualified
applicants for positions as
Miami-Dade police officers

The accompanying resolution was prepared and placed on the agenda at the request of Vice-Chairwoman Barbara J. Jordan.



R. A. Cuevas, Jr.
County Attorney

RAC/bw




MEMORANDUM

(Revised)

TO: Honorable Chairman Bruno A. Barreiro
and Members, Board of County Commissioners

DATE: December 18, 2007

FROM: 
R. A. Cuevas, Jr.
County Attorney

SUBJECT: Agenda Item No.

Please note any items checked.

_____ "4-Day Rule" ("3-Day Rule" for committees) applicable if raised

_____ 6 weeks required between first reading and public hearing

_____ 4 weeks notification to municipal officials required prior to public hearing

_____ Decreases revenues or increases expenditures without balancing budget

_____ Budget required

_____ Statement of fiscal impact required

_____ Bid waiver requiring County Manager's written recommendation

_____ Ordinance creating a new board requires detailed County Manager's report for public hearing

_____ Housekeeping item (no policy decision required)

_____ No committee review

Approved _____ Mayor

Agenda Item No.

Veto _____

Override _____

RESOLUTION NO. _____

**RESOLUTION AUTHORIZING AN INCENTIVE
PACKAGE DESIGNED TO ATTRACT
QUALIFIED APPLICANTS FOR POSITIONS AS
MIAMI-DADE POLICE OFFICERS AND
PROVIDING FUNDS FOR IMPLEMENTATION**

WHEREAS, this Board wishes to continue to provide this County with the finest police services possible and consistent with the Board's fiscal limitations; and

WHEREAS, the provision of quality police services depends largely on the County's ability to attract and retain dedicated and qualified police officers; and

WHEREAS, the County must compete with nearby counties and other local governments to attract applicants for police officer positions; and

WHEREAS, in order to remain competitive, the County must offer reasonable incentives to attract qualified police officer applicants; and

WHEREAS, the Board by prior resolution directed the County Manager, with input from the County's Police Benevolent Association, to develop recommendations for a package of incentives designed to attract qualified applicants for the position of police officer and to present those recommendations to this Board; and

WHEREAS, the Board has received the Manager's recommendations; and

WHEREAS, the Board recognizes the need to negotiate with its police officers' collective bargaining agent in order to change the terms and conditions of employment,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that:

Section 1. The Board directs the County Manager to negotiate with the Police Benevolent Association for the purpose of adopting the following incentives for the recruitment of qualified police officers:

(a) Beginning on the date agreed upon in negotiations, the County shall pay a hiring bonus to attract Florida certified law enforcement officers employed in good standing by other Florida law enforcement agencies. The hiring bonus shall be \$5,000 and shall be paid in the following manner: \$2,000 will be paid to the officer upon the successful completion of County training and the remaining \$3,000 will be paid at the successful completion of the one year probationary period.

(b) Beginning on the date agreed upon in negotiations, the County shall pay a referral bonus to any Miami-Dade Police Department employee who refers a qualified applicant, not currently employed by MDPD, who the County hires as a result of the referral. The referral bonus shall be \$1,000 and shall be paid in the following manner: \$500 will be paid when the applicant enters the police academy, and \$500 will be paid upon the applicant's successful completion of the academy.

Section 2. The Board hereby authorizes the expenditure of up to \$80,000 this fiscal year to pay for the bonuses authorized by this resolution. Once the amount of bonuses paid reaches that amount, the bonus program shall cease unless additional funds are appropriated by this Board.

Section 3. In addition, the Board hereby authorizes the expenditure of up to \$130,000 this fiscal year for the purpose of funding two MDPD mobile recruitment units.

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The foregoing resolution was offered by Commissioner _____, who
moved its adoption. The motion was seconded by Commissioner
and upon being put to a vote, the vote was as follows:


Bruno A. Barreiro, Chairman	
Barbara J. Jordan, Vice-Chairwoman	
Jose "Pepe" Diaz	Audrey M. Edmonson
Carlos A. Gimenez	Sally A. Heyman
Joe A. Martinez	Dennis C. Moss
Dorrin D. Rolle	Natacha Seijas
Katy Sorenson	Rebeca Sosa
Sen. Javier D. Souto	

The Chairperson thereupon declared the resolution duly passed and adopted this 18th day of December, 2007. This resolution shall become effective ten (10) days after the date of its adoption unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board.

MIAMI-DADE COUNTY, FLORIDA
BY ITS BOARD OF
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: _____
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency. 

Lee Kraftchick

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